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General Assembly

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Human resources management

Amendments to the Staff Regulations and Rules

Report of the Secretary-General

Summary

The present report contains the amendments to the Staff Regulations required to implement the changes to the United Nations common system of salaries and allowances, to be effective as from 1 July 2016, put in place by the General Assembly in section XI of its resolution 70/244.

The General Assembly is requested to approve the amendments.

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I. Introduction

1. The General Assembly, in paragraph 2 of section III of its resolution 70/244 on the United Nations common system, decided that, unless otherwise established, the provisions relating to the review of the common system compensation package should come into force on 1 July 2016. To implement the changes approved by the Assembly in that resolution relating to the repatriation grant and accelerated home leave travel, amendments are required to the Staff Regulations, to come into force on 1 July 2016.

2. The amendments are reflected, in boldface and strikethrough, in the annex to the present report. An explanation for the changes is provided below.

II. Regulations

3. Staff regulation 5.3 is being amended to implement the decision of the General Assembly, in paragraph 51 of section III of its resolution 70/244, to discontinue accelerated home leave travel, except at D and E category duty stations that do not fall under the rest and recuperation framework. Subject to the Assembly's approval of the amendment, the details regarding the revised criteria for designating the duty stations for accelerated home leave will be set out in a revised administrative instruction and the actual duty stations in an information circular.

4. Annex IV to the Staff Regulations is being amended to reflect the decision of the General Assembly, in paragraph 39 of section III of its resolution 70/244, to establish a threshold of five years of expatriate service as an eligibility requirement for the repatriation grant. Subject to the Assembly's approval of the amendment, the Secretary-General will provisionally issue an amendment to staff rule 3.19 on the repatriation grant to reflect the new eligibility requirements. In addition, the Secretary-General will provisionally issue a new staff rule in chapter XIII of the Staff Rules to reflect the transitional measure for current staff members to retain their eligibility within the current grant schedule up to the number of years of expatriate service accrued at the time of the implementation of the revised scheme, pursuant to paragraph 40 of section III of resolution 70/244. Appropriate amendments will also be made to the administrative instruction on the repatriation grant.

III. Action to be taken by the General Assembly

5. **The General Assembly is requested to approve the amendments to the Staff Regulations set out in the annex to the present report.**

Annex

Amendments to the Staff Regulations

Regulation 5.3

Eligible staff members shall be granted home leave once in every twenty-four months. However, **the Secretary-General may grant home leave once in every twelve months to eligible staff members who fulfil specific conditions, as determined by the Secretary-General** ~~in the case of designated duty stations having very difficult conditions of life and work, eligible staff members shall be granted home leave once in every twelve months~~. A staff member whose home country is either the country of his or her official duty station or the country of his or her normal residence while in United Nations service shall not be eligible for home leave.

Annex IV
Repatriation grant

In principle, the repatriation grant shall be payable to staff members **who have completed at least five years of continuous service**, whom the Organization is obligated to repatriate and who at the time of separation are residing, by virtue of their service with the United Nations, outside their country of nationality. The repatriation grant shall not, however, be paid to a staff member who is dismissed. Eligible staff members shall be entitled to a repatriation grant only upon relocation outside the country of the duty station. Detailed conditions and definitions relating to eligibility and requisite evidence of relocation shall be determined by the Secretary-General.

Years of continuous service away from home country	*Staff member with a spouse or dependent child at time of separation*	*Staff member with neither a spouse nor dependent child at time of separation*	
		Professional and higher categories	*General Service category*
	Weeks of gross salary, less staff assessment, where applicable		
~~1 .....~~	~~4~~	~~3~~	~~2~~
~~2 .....~~	~~8~~	~~5~~	~~4~~
~~3 .....~~	~~10~~	~~6~~	~~5~~
~~4 .....~~	~~12~~	~~7~~	~~6~~
5	14	8	7
6	16	9	8
7	18	10	9
8	20	11	10
9	22	13	11
10	24	14	12
11	26	15	13
12 or more.....	28	16	14